Henry Royce Institute

Equality Diversity and Inclusion Committee – Open Call

Overview: Royce is committed to creating an environment where diversity is celebrated and everyone is treated fairly. A new committee is being established to provide direction, stimulate activities and provide advice on driving Equality, Diversity and Inclusion (EDI). This committee will consider all aspects of Royce including our staff, internal and external activities, which we support, and promotion of our discipline to the next generation of researchers. Committee members will therefore champion EDI across Royce and the wider Royce Community.*

The EDI Committee will be led by the two Co-Chairs for EDI, who sit *ex-officio* on the Royce Governing Board. A Project Manager is dedicated part-time to supporting EDI.

We are now seeking a diverse group of individuals connected with Royce who wish to engage with this key mission in Royce and provide input through membership of our committee.

Roles and responsibilities: The Committee will oversee EDI strategy and activities across Royce and support expansion and diversity of the wider advanced materials network. The Committee will interface with a range of activities across Royce and its output will be minuted so that its work can be fed formally back to the Governing Board and Strategic Advisory Board. Equally, the group will respond to feedback from Royce’s Boards.

The Committee will have the following remit and responsibilities:

a) Setting and delivery of Royce EDI objectives and KPIs
b) Developing and refining Royce’s equalities agenda, with consideration to the needs of Royce Partners
c) Driving the EDI agenda, identifying gaps and opportunities, enabling an inclusive, supportive environment and a positive working culture across Royce
d) Responding proactively to national EDI challenges through engagement with external stakeholders on relevant initiatives and opportunities, addressing under-representation through targeted positive action
e) Providing EDI resource and support for those working within Royce to enable an inclusive approach to activities and events
f) Establishing and nurturing the interconnectivity between respective research area communities though cross-network communications, meetings and associated events
g) Representing Royce at relevant meetings, events and forums
h) Ensuring a strong connection with the relevant EDI groups and committees at each of our Partners to ensure sharing of best practice and support for the delivery of their strategies in this area – and vice versa for Royce

Term: Committee membership will be for up to three years in the first instance, or for the applicant’s duration at the Royce Partner organisation if this is shorter than three years. Committee membership will be reviewed annually.

Meetings: The EDI Committee will meet quarterly, with a commitment to in-person meetings at least twice a year where possible. Further meetings in smaller working groups to focus on specific areas or individual tasks will be held as necessary outside of the quarterly EDI Committee meetings. Any travel or associated meeting expenses will be met by Royce.
Eligibility: Any member of academic, technical, research or professional services staff, or student, at a Royce Partner/Associate connected with Royce. We are seeking to establish a diverse committee and welcome interest from individuals who want to contribute to making a distinct impact both locally and nationally.

To submit an expression of interest: A written expression of interest to join the Royce EDI Committee should be submitted by email to claire.taylor@manchester.ac.uk, by 10:00 on 28/02/2022, briefly outlining:

1. Relevant career and background history, including details of the role currently held within Royce
2. Interest and motivation in becoming a member of the committee

Royce is keen to ensure that membership of the EDI committee is fully representative of the wider Royce community, with a broad membership representative of our diverse workforce of different gender, age, race, career stage, sexuality, and with representation from those with disabilities, care responsibilities, and part-time workers. We are therefore requesting diversity data and a link to an online survey will be provided as part of this application process. Data submitted will be fully anonymous and we will be unable to track identifying information of respondents. Responses will be pooled from all applicants to look at overall trends, representation and diversity. This data will be kept securely and confidentially and will not at any point be linked back to an individual applicant. Data will be utilised internally within the Royce EDI and Leadership teams for monitoring and reporting purposes. No information in this survey is mandatory.

* Royce Community
Royce has a large and diverse pool of external stakeholders that reaches far beyond the staff we fund at our Partner and Associate organisations, including:

- HEI researchers and students working on Royce facilities and/or collaborative projects supported by Royce
- Industry collaborators and users/customers of Royce facilities, ranging from start-ups through to corporates
- Representatives from Catapults and other Research Technology Organisations
- The materials scientists of the future – school and college pupils
- Policy makers and funders from research councils and national and local Government
- International researchers and facility users from industry